

Comparisons of Job Characteristics

Focus Occupation: [First-Line Supervisors of Retail Sales Workers \(41-1011\)](#)

Associated Occupation: [Sales Managers \(11-2022\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 93

Focus Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)

Associated Occupation: Sales Managers (11-2022)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Sales and Marketing	5.2	21.6	14.0	<<	Extensive education and/or training may be required
Customer and Personal Service	11.3	17.8	18.9	0	Current knowledge level may be sufficient
Administration and Management	8.4	14.7	13.2	<	Expanded education and/or training may be required
Personnel and Human Resources	5.6	12.4	10.2	<	Expanded education and/or training may be required
Economics and Accounting	4.4	9.8	7.2	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 96

Focus Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)

Associated Occupation: Sales Managers (11-2022)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Monitoring	9.9	14.9	11.9	<	A higher skill level may be required
Social Perceptiveness	9.1	14.6	11.0	<<	Extensive development of skills in this area may be required
Persuasion	7.4	14.2	10.1	<<	Extensive development of skills in this area may be required
Coordination	9.1	13.8	10.8	<<	Extensive development of skills in this area may be required
Management of Personnel Resources	6.9	13.3	10.7	<	A higher skill level may be required

Service Orientation	7.9	12.6	10.8	<	A higher skill level may be required
Time Management	8.9	12.6	10.3	<	A higher skill level may be required
Negotiation	6.8	12.0	9.9	<	A higher skill level may be required
Systems Evaluation	6.4	11.9	8.1	<<	Extensive development of skills in this area may be required
Systems Analysis	6.5	11.4	8.4	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	9.6	8.1	<	A higher skill level may be required
Management of Material Resources	3.7	7.3	7.1	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 87			
Focus Occupation: First-Line Supervisors of Retail Sales Workers (41-1011) Associated Occupation: Sales Managers (11-2022)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	15.7	12.3	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	14.0	10.7	<<	Extensive improvement in abilities may be required
Written Expression	9.8	13.6	9.4	<<	Extensive improvement in abilities may be required
Speech Recognition	9.9	13.2	11.5	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	13.0	10.3	<	Some improvement in abilities may be required
Originality	7.6	12.6	8.5	<<	Extensive improvement in abilities may be required
Fluency of Ideas	7.6	12.2	9.1	<<	Extensive improvement in abilities may be required
Number Facility	6.3	9.5	8.4	<	Some improvement in abilities may be required
Memorization	5.6	8.6	6.2	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 86	
Focus Occupation: First-Line Supervisors of Retail Sales Workers (41-1011) Associated Occupation: Sales Managers (11-2022)			
Work Activities			Exclusivity of Activity

Analyze sales activities or trends	74
Assign work to staff or employees	30
Conduct or attend staff meetings	47
Conduct sales presentations	75
Develop budgets	56
Direct and coordinate activities of workers or staff	3
Establish employee performance standards	69
Evaluate information from employment interviews	72
Evaluate performance of employees or contract personnel	54
Hire, discharge, transfer, or promote workers	47
Make presentations	13
Oversee sales programs	89
Provide customer service	14
Recommend personnel actions, such as promotions, transfers, and dismissals	72
Resolve customer or public complaints	54
Use knowledge of written communication in sales work	69

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 86

Focus Occupation: First-Line Supervisors of Retail Sales Workers (41-1011)
Associated Occupation: Sales Managers (11-2022)

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.